

Budget

Governor Vilsack increased the Academy's budget in the first two years of his governorship to \$1.36 million in fiscal year 2000, \$1.40 million in fiscal year 2001, and \$1.35 million in fiscal year 2002. The legislature cut the Academy budget by approximately 30% in fiscal year 2003. Additional revenue loss was experienced by the Academy in fiscal 2004 when the number of officers attending the Academy decreased to a level where only five classes were held instead of the normal six due to economical downturn felt by the counties and cities. Two instructors retired during this time and were not replaced.

The Academy ended fiscal year 2004 with a deficit of approximately \$150,000. Additional means of obtaining funds were required. The legislature passed the Governor's recommendation to allow the Academy to charge the counties and cities more than 50% of the total costs of the basic academy training. Charging more than 50% required the approval of the ILEA Council. The Academy charged 60% of its total costs for basic training in fiscal year 2005. The Academy ended fiscal year 2005 with an approximately \$50,000 deficit.

The Academy Council approved charging 60% of the total costs in fiscal year 2006. This increase in basic training costs as well as the additional grants, increased costs of specialty schools, and other revenues resulted in the Academy ending fiscal year 2006 in the black. The non-reversion technology funds will be used to replace staff computers.

Gift Shop



The idea of an ILEA gift shop was developed due to the need to obtain funds from different sources. The Academy had sold limited items for a number of years; however, these items were merely shown in a display case outside the library area. It was necessary for a person to complete an order form, deliver to the front desk personnel, and pick up the item later. The gift shop is now routinely opened during specialty school

training for officers, jailers, and telecommunication specialists as well as during family days for the basic training classes.

The gift shop has an area dedicated to its use across from the library. Numerous items for law enforcement and telecommunicators are found in the shop as seen in the pictures. The gift shop in fiscal year 2006 brought in just over \$11,000. This was a tremendous increase over the last years. Over \$6,000 has been brought in during the first six months of fiscal year 2007. It is the dream that the gift shop items will soon be sold at the ILEA web site.

Personnel

The Academy is authorized to have thirty employees. Currently there are twenty-seven that handle all the duties of the Academy. The personnel do an outstanding job.

Major accomplishments for the personnel include obtaining internet and voice mail for all personnel. Before 2002 only the director, assistant director and one or two others had internet availability and voicemail. Now all do. It is possible to now express interest in classes via the internet. It is planned that online registration will be available in the next year or so.

Evaluations were not done routinely. One employee had not had an evaluation for 18 years. Merit increases were not regularly given. Performance measurements for all the staff have been established and evaluations are done at least annually based upon performance. Quarterly meetings were held in fiscal year 2006 to review progress on the performance standards and goals set by the personnel.

There were three supervisors including the director, assistant director, and administrative assistant for the thirty personnel. Currently the director and administrative assistant serve as supervisors decreasing the span of control.

Historically only one or two instructors could attend national training. Now it is planned that half of the instructors attend national training every other year so that all attend over a two year period. Eight instructors attended national training in fiscal year 2006.

There was little to no staff back-up for personnel. It was difficult when someone was sick, took vacation or left. Back-up training has begun for support staff, information technology person and the accountant. Positions were realigned so that a receptionist that can back-up the accountant is now responsible for the front desk.

A new color printer and full service printer have been obtained during this time period. There previously was no vehicle replacement plan. Two new vehicles were obtained in 2005. ILEA was able to keep the two old vehicles to make more vehicles available for instructor use when providing training across the state. Two additional used cars were obtained for instructor use. A new "used" bus was obtained in 2006. The Academy was allowed to keep the old bus so it will no longer be necessary for the Academy to rent a bus when both classes travel at the same time.

A vehicle replacement plan is now in place. The station wagon is planned to be replaced in fiscal year 2007. A second new "used" bus will be obtained in fiscal year 2007 or 2008 depending on amount in depreciation fund. The maintenance of instructor vehicles is now assigned to one person.

A staff computer replacement plan has been developed. New computers for staff will be obtained in fiscal year 2007 and placed on a two-year rotation plan.

Administrative Code

The administrative code was not regularly updated before 1999. An Administrative Code plan has been developed to review and update administrative codes on an annual basis.

Reserve Peace Officer appointment standards were established in fiscal year 2004. There is work continuing on the development of state-wide training standards and certification for reserve peace officers.

Working with Stakeholders

The Academy continues to work with the Telecommunication Advisory Board. Meetings were increased to quarterly meetings. Membership on the advisory board was increased to assure representative from northwest, southwest, northeast and southeast parts of the state. The Telecommunication Coordinator has developed a newsletter that is sent to all interested persons involved in telecommunication.

An Advisory Committee was established with representatives from each of the law enforcement associations including the ISSDA, IPEF, Chiefs and Police Association, Teamsters, and the Iowa State Police Association. A representative from the Des Moines Police Department and Department of Public Safety also attend. Additional members will be invited from the conservation, women police and reserve peace officer associations. This advisory group was formed to provide communication between the academy and the associations. The group is currently working on obtaining funds for a feasibility study to determine the facility needs of the Academy.

The Staff Psychologist worked with the ISSDA and POST to update the sheriff's promotion examination.

Conclusions

It has been an exciting eight years for the Academy. Much has been accomplished in tough times. In fiscal year 2006, 200 officers were certified after attending the Academy. The Academy conducted 225 in-service schools at various locations around the state and at the Academy. 5,675 peace officers, jailers, and telecommunicators (a new record high) attended this training.

Four hundred sixty-four telecommunicators attended basic entry-level telecommunication specialists and in-service schools. 40-hour basic schools for jailers and in-service schools were held across the state and at the Academy. One thousand fourteen jail employees attended this training.

ILEA administers a program of psychological, cognitive and standards testing for all sworn personnel and jailers. The Academy conducts statewide testing of the cognitive examination, the National Police Officer Standard Test (POST), and the personality instrument, the Minnesota Multiphasic Personality Inventory-2 (MMPI-2). The Academy conducted or reviewed 314 POSTS tests and worked with over 560 MMPI-2 psychological tests during fiscal year 2006. This represents a new high number.

The Academy plays a vital role to the public safety in Iowa. The Academy accomplishes this role by establishing the minimum training requirements while maximizing and coordinating training opportunities for law enforcement, reserve peace officers, jailers, and telecommunicators. All of this is vitally important to assuring public safety in Iowa.